



Doncaster Council

Report

Date: 4th September 2018

To the Chair and Members of Cabinet

Health and Safety Strategy

Relevant Cabinet Member(s)	Wards Affected	Key Decision
Cllr Nigel Ball	ALL	No

EXECUTIVE SUMMARY

1. This report outlines the detail of the proposed Health and Safety Strategy for Doncaster Council. This strategy is designed to promote our vision, which is to see health and safety as a cornerstone of the way we do business and, with that, to achieve a record of workplace health and safety that takes the lead and sets an example of best practice for other Local Authorities and partners. This strategy builds on previous successes, develops and takes forward aims and objectives with a positive culture, hand in hand with the Doncaster Growing Together document.
2. This strategy sets out what Doncaster Council wants to achieve, our contribution and the contributions of our Partners who also have a responsibility for health and safety. A key focus of the Strategy is for Doncaster Council to deliver a framework that achieves the International Standard for Occupational Health and Safety, ISO 45001. The strategy describes in more detail how we aim to achieve our ambition, based on a robust framework.

EXEMPT REPORT

3. N/A

RECOMMENDATIONS

4. To endorse and approve the Doncaster Council Health and Safety Strategy for 2018-2022.

WHAT DOES THIS MEAN FOR THE CITIZENS OF DONCASTER?

5. The Council is required to discharge its duty under the Health and Safety at Work Act 1974 in a responsible and proportionate manner with regard to all Council undertakings.

BACKGROUND

6. Health and Safety has changed and progressed dramatically over the years, with continual improvement being a key factor at a national level. We need to ensure that workplaces are safe and that everyone has the right to go home safe and well from their job.
7. Doncaster Council has a robust Health and Safety Management System, which has changed, improved and modernised over time. The continual improvement approach has ensured that Health and Safety remains a key strategy for Doncaster Council. With the support of corporate leadership a positive Health and Safety culture has been embedded across all Council services, with clear direction and accountability at all levels.
8. Doncaster Council has achieved much in Health and Safety in recent years, including implementation of comprehensive Health and Safety training programmes, delivery of Health and Safety Services to over two thirds of Doncaster Schools, and a 17% reduction in accidents. Also, the implementation of a software solution providing an easily accessible way to report, manage and track health, safety and compliance across the organisation. Whilst helping to reinforce a positive and inclusive safety culture.
9. Despite these achievements there is more to do. Therefore, the strategy highlights our ambitions, identifies the key elements to improve Health and Safety and supports in the delivery of 'Doncaster Growing Together'. Doncaster Council will continue to strive to be a beacon of good Health and Safety practice, not only with its employees but also the public, other Local Authorities, partners and statutory bodies such as the Health and Safety Executive.

OPTIONS CONSIDERED

10. An exercise was undertaken to review Health and Safety Strategies in other Local Authorities and the private sector, where we compared objectives, key performance indicators and areas of good practice.
11. A critique was also carried out on the Health and Safety Executives Strategy and Business Plan for 2018 ('Helping Great Britain Work Well'), to determine areas applicable for alignment with the Health and Safety Strategy for Doncaster Council.
12. The proposed Health and Safety Strategy defines and coordinates the Council's approach to managing health, safety and well-being. It has been

developed to support our aims and objectives as highlighted in the Doncaster Growing Together document.

13. The strategy also sets out the aims and objectives and how health and safety performance will be measured. These aims and objectives have been designed to support both the Health and Safety Executive's Strategy and the Local Government Association's Health and Safety Strategy Framework.
14. The strategy promotes broader ownership of Health and Safety by encouraging employees and services to act together and not work in isolation. It also encourages employees and managers to effectively manage risk without hindering the delivery of quality Council services and enabling economic growth.

REASONS FOR RECOMMENDED OPTION

15. This strategy supports the strategic and operational management of the Council and looks to extend beyond the traditional Health and Safety role of preventing harm. It commits the Council to continually improve the health and safety of its employees, customers and partners. It is not just about achieving compliance but assisting to realise efficient, proactive and pragmatic ways of delivering Health and Safety. It aims to achieve a safe and healthy environment for staff and customers and empower a robust Health and Safety culture across the Council.
16. The strategy looks to keep pace with change by identifying nationally recognised standards in Health and Safety, attainment of which will embed effective methods of protecting stakeholders, partners, employees, customers, students and visitors from harm. The focal point standard is ISO 45001. Attainment of this would be a milestone for Doncaster Council as it is the world's first international standard for dealing with health and safety at work.
17. The benefits of ISO 45001 are many. While the standard requires that health and safety risks be addressed and controlled, it also takes a risk-based approach to the health and safety management system, to ensure that it is effective and that it is being continually improved to meet Doncaster Council's ever-changing needs. Moreover, it ensures compliance with current legislation worldwide. All these measures combined can establish Doncaster Council's reputation as a "safe place to work", bringing a host of benefits, from potentially reducing insurance costs to improving employee morale – all while continuing to meet strategic targets.
18. Throughout the process of implementing the strategy, successes and challenges will be shared with partners and experiences built upon to develop further improvement and promote a Health and Safety strategy and culture throughout the Council.

IMPACT ON THE COUNCIL'S KEY OUTCOMES

19.

	Outcomes	Implications
	<p>Doncaster Working: Our vision is for more people to be able to pursue their ambitions through work that gives them and Doncaster a brighter and prosperous future;</p> <ul style="list-style-type: none"> • Better access to good fulfilling work • Doncaster businesses are supported to flourish • Inward Investment 	<p>Sharing Health and Safety best practice, successes, challenges and experiences with partners, stakeholders and SME's to promote the development of local economy and business growth.</p>
	<p>Doncaster Living: Our vision is for Doncaster's people to live in a borough that is vibrant and full of opportunity, where people enjoy spending time;</p> <ul style="list-style-type: none"> • The town centres are the beating heart of Doncaster • More people can live in a good quality, affordable home • Healthy and Vibrant Communities through Physical Activity and Sport • Everyone takes responsibility for keeping Doncaster Clean • Building on our cultural, artistic and sporting heritage 	<p>Providing a first class Health and Safety Strategy, H&S reporting structure and Management System, in line with current best practice. Which enables our employees to undertake their activities safely in the public domain, promoting the development of Doncaster as an attractive and secure place to live.</p>
	<p>Doncaster Learning: Our vision is for learning that prepares all children, young people and adults for a life that is fulfilling;</p> <ul style="list-style-type: none"> • Every child has life-changing learning experiences within and beyond school • Many more great teachers work in Doncaster Schools that are good or better • Learning in Doncaster prepares young people for the world of work 	<p>Providing comprehensive Health and Safety Services for schools and supporting schools in providing a safe environment to ensure we can prepare young people for fulfilling lives.</p>

	<p>Doncaster Caring: Our vision is for a borough that cares together for its most vulnerable residents;</p> <ul style="list-style-type: none"> • Children have the best start in life • Vulnerable families and individuals have support from someone they trust • Older people can live well and independently in their own homes 	<p>Supporting and advising Council employees to ensure that they have the ability, training and H&S systems in place to offer support to our most vulnerable residents, whether children, adults, disabled people, families, older people.</p>
	<p>Connected Council:</p> <ul style="list-style-type: none"> • A modern, efficient and flexible workforce • Modern, accessible customer interactions • Operating within our resources and delivering value for money • A co-ordinated, whole person, whole life focus on the needs and aspirations of residents • Building community resilience and self-reliance by connecting community assets and strengths • Working with our partners and residents to provide effective leadership and governance 	<p>The Health and Safety Section utilises all available technology and software to become more efficient and flexible. Providing solutions that enable employees and managers access to essential Health and Safety information relevant to Service needs, which provides a proactive and safer working environment for Council employees in the public domain</p>

RISKS AND ASSUMPTIONS

20. If the Council does not modernise and provide a strategic approach to Health and Safety, as well as keeping up to date with HSE guidelines the Council could be at risk of challenge on overall Health and Safety management. In addition, the overall strategic direction for Health and Safety at all levels across the Council, which could be put into question and lead to increased risk to our employee and the public.
21. By implementing a Health and Safety Strategy it will establish clear direction for proportionate and proactive improvement of Health and Safety. Having common goals across the Council will also promote an effective and positive Health and Safety Culture.

LEGAL IMPLICATIONS [Officer Initials KDW Date 03/08/2018)

22. The Council is bound by the Health and Safety Act 1974 and associated regulations which set out the general duties and obligations of employers to secure, so far as reasonably practicable, the health, safety and welfare of its employees and others who may be affected by the Council's activities.

FINANCIAL IMPLICATIONS [Officer Initials.RT Date...24/07/18...]

23. The initial financial implications associated with this decision will be met by the service, and the current team will pick up any additional work. The financial implications of implementing ISO 45001 in the wider context of the council will be met by individual service areas.

HUMAN RESOURCES IMPLICATIONS [Officer Initials..AC... Date 02/08/2018.]

24. HR support the proposed Health and Safety Strategy and endorse an approach to managing health, safety and well-being which will provide employees and management with clear direction and accountability. The strategy is supported by the Council's new Health and Safety reporting and consultation structure which strengthens governance, embeds management accountability and provides strategic direction for Health and Safety across the organisation.

TECHNOLOGY IMPLICATIONS [Officer Initials ..PW Date.30/07/18.....]

25. There are no specific technology implications in relation to this report. Digital and ICT were fully involved in the procurement and implementation of the new software solution, which was based on the identification of requirements following business process re-engineering as part of the Digital Council Programme. Any future technology requirements to support the delivery of the proposed Health and Safety Strategy would need to be considered by the Technology Governance Board

HEALTH IMPLICATIONS [Officer Initials....VJ..Date 06/08/2018]

26. The Council's Health and Safety Strategy 2018-2022 has the potential to improve and protect the health of its employees and the public if the six broad aims are implemented accordingly. The strategy will need to be regularly monitored for its impact during the course of its implementation

EQUALITY IMPLICATIONS [Officer Initials...SW... Date...23/07/2018.....]

27. Decision makers must consider the Council's duties under the Public Sector Equality Duty at S149 of the Equality Act 2010. The duty requires the Council, when exercising its functions, to have 'due regard' to the need to eliminate discrimination, harassment and victimisation and other conduct prohibited under the act, and to advance equality of opportunity and foster good relations between those who share a 'protected characteristic' and those who do not share that protected characteristic. There are no specific equality implications arising from this report. However, any activities arising from this report will need to be the subject of separate 'due regard' assessments.

CONSULTATION

28. An internal consultation process on the Health and Safety Strategy has been undertaken.
29. The consultation has gone beyond the minimum legal requirements to ensure engagement takes place with all stakeholders who have an interest in Health and Safety.
30. Discussions have been undertaken with a range of stakeholders including Directors, and the relevant Portfolio Holder.
31. A communication plan will be developed to ensure the strategy is embedded appropriately.

BACKGROUND PAPERS

32. Health and Safety Strategy Document.

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